



The

Value Book



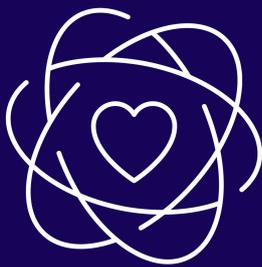
Our Preamble

Our culture is a combination of values, the shared goals we work towards, and the effort we put for those goals. This will determine how we hire, promote, train, and reward employees.

This is our foundation.



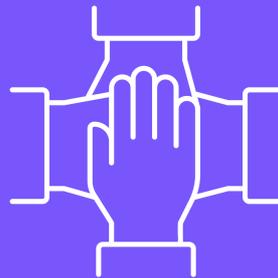
Innovation



Integrity



Diversity & Inclusion



Teamwork



Customer First

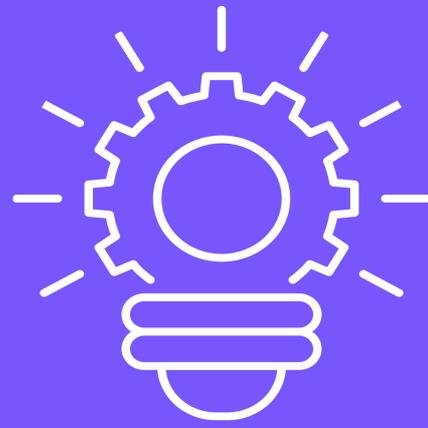


Social Responsibility

Innovation

As Techwavians, we are a class apart because of our unrelenting drive to break free from the norm.

At Techwave, we prime every employee to be fierce disruptors and bring forth unparalleled excellence in their work.



A new idea or method, or the use of new ideas and methods

Diversity & Inclusion

At Techwave, diversity and inclusivity are deeply ingrained in our DNA. We are building a safe, encouraging, and inclusive workplace where all of us can be our authentic selves.

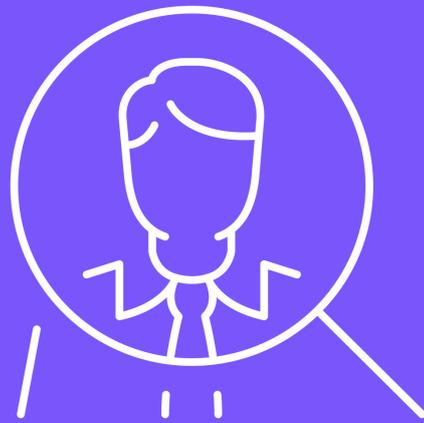
Techwavians celebrate all differences and proudly uphold this spirit to make our organization a safe space for everyone.



Diversity is the mix, and inclusion is getting the mix to work well together.

Customer First

"Customers are at the core of everything Techwave creates. Exceeding customer expectations is a tradition at Techwave."

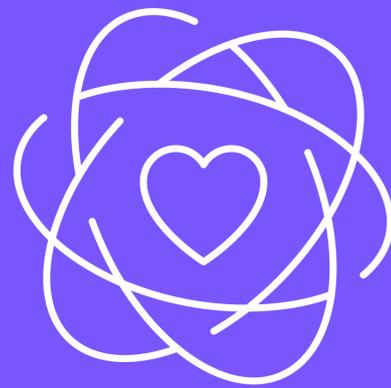


Puts the needs and requirements of a customer ahead of anything and everything else.

Integrity

" We are honest, transparent, and committed to doing what's best for our customers, employees, and our organization at large.

A true Techwavian can always be trusted to do the right thing, even when no one is looking."

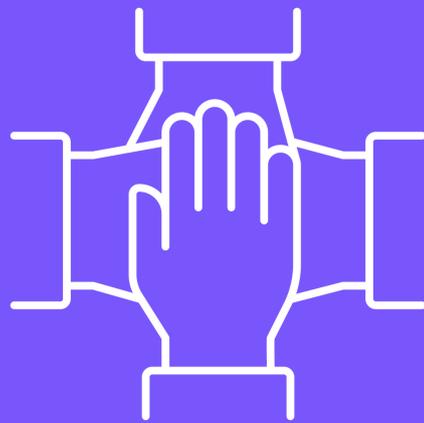


The quality of being honest and having strong moral principles.

Teamwork

"Actual progress is only achieved when everyone moves in the direction of greatness, together.

So we're committed to helping our customers by working together with equal parts of humility and ambition. Team spirit and lifting one another are integral to the Techwavian culture."



Having a united sense of purpose to achieve a clear, specific goal that all members believe is important to attain.

Social Responsibility

At Techwave, we all, in our own little ways, strive to make the world a better place by giving back to society. We believe in the power of the communities we create and serve. No matter how big or small, every step counts.



An ethical framework that suggests that an individual must work and cooperate with other individuals and organizations to benefit the society at large.